

# Seven Strategic Hires for a Medical Diagnostics Start Up

## Multiple Hire Project





# Project Overview

We partnered with an innovative medical diagnostics start-up at a critical inflection point in their growth journey. Having recently secured funding, the company was under significant pressure to commercialise their product pipeline quickly and deliver on investor expectations. However, they faced a major obstacle, a lack of internal bandwidth and resources to attract, assess, and onboard the technical talent required to support their next phase of development.

Time was tight, and so were resources. The company's leadership team was incredibly time poor, juggling the demands of R&D, product development, and stakeholder management. Their internal hiring processes had historically been informal and reactive, relying heavily on personal recommendations without any clear hiring strategy or framework.

Unfortunately, this had led to several poor hiring decisions, a high turnover rate, and a workplace culture that wasn't conducive to long-term growth or stability.

Recognising that they needed a more structured and strategic approach to talent acquisition, the business engaged Harris Lord Life Sciences to lead a retained search project. They needed more than just CVs, they needed insight, a hiring strategy, and a long-term talent partner.

We worked closely with the founders and senior leadership team to understand their technology, mission, and culture. From there, we developed a tailored recruitment strategy to attract and secure high calibre technical professionals who not only met the skills criteria but who would thrive in a fast paced, evolving start-up environment.

Our retained search model gave the company full visibility and priority support, allowing us to take ownership of the full hiring process from role scoping and market mapping through to onboarding. This approach freed up their time and gave them peace of mind, knowing that every candidate had been thoroughly assessed and aligned with both the technical and cultural needs of the business.

The result? A high performing, purpose driven technical team that is now playing a key role in bringing their diagnostics products to market and delivering on their commercial goals.

# Head of Assay Development and Laboratory Director



## Challenge

The company needed an experienced Laboratory Director to bring their wealth of expertise to set up a ISO 15189 lab, manage a technical team and manage multiple projects.

### ISO 15189 Experience Needed



The candidate needed specific ISO 15189 experience to work on achieving ISO 15189:2012 to 15189:2022 accreditation.

### People Management



This candidate needed excellent people management skills as they would be building and managing a technical team from scratch.

### Project Management



This candidate needed experience of managing multiple projects including the transfer of products from company acquisitions and managing projects with third party partnerships.

## Results

- ☒ 139 Suitable Candidates Identified
- ☒ 4 Candidates Shortlisted
- ☒ 4 Candidates First Stage Interviewed
- ☒ 2 Candidates to Final Round Interview
- ☒ 1 Successful Hire

## Outcome

Within six weeks, an exceptional candidate was offered the role and accepted. They brought with them a huge amount of industry experience, an outgoing and approachable personality and a drive to see the company succeed.

# Quality and Compliance Manager



## Challenge

We needed an experienced Quality Manager who would be able to ensure the products and services that the company offer meet regulatory requirements for the UK, Europe and other markets.

### Specific Laboratory Experience



We needed the candidate to have worked within an ISO 15189 accredited laboratory as part of this role would be leading the transition from 15189:2012 to 15189:2022.

### Implementing a QMS system



We needed a candidate with tangible experience of implementing a QMS system in their previous role.

### Solution



We were able to research and build a targeted list on potential candidates ready for interview.

## Results

- ☒ 116 Suitable Candidates Identified
- ☒ 6 Candidates Shortlisted
- ☒ 6 Candidates First Stage Interviewed
- ☒ 3 Candidates to Final Round Interview
- ☒ 1 Successful Hire

## Outcome

Within seven weeks, a fantastic candidate was offered the role which they accepted. This candidate had a wealth of experience within the life sciences sector, had worked within an ISO 15189 lab and experience of implementing a QMS system.

# Senior Scientists (x2)



## Challenge

We needed to hire two exceptional Senior Scientists who had experience of designing and developing diagnostic assays, as well as a range of techniques within a laboratory.

### PhD in a scientific field



The candidate needed a PhD within Biology, Biochemistry, Biomedical Science, Chemistry or Genetics

### Specific Experience



Expertise in molecular diagnostics, including qPCR, TaqMan technology, and NGS (Next Generation Sequencing).

### Solution



We researched and screened on key competencies to deliver a targeted shortlist of ideal candidates ready for interview

## Results

- ☒ 163 Suitable Candidates Identified
- ☒ 9 Candidates Shortlisted
- ☒ 6 Candidates First Stage Interviewed
- ☒ 3 Candidates to Final Round Interview
- ☒ 2 Successful Hires

## Outcome

Within eight weeks, two successful hires were made with specialised, talented candidates who all had experience of designing and developing assays, experience of specific lab techniques and both had a PhD within a relevant field.

# Laboratory Technician x 2



## Challenge

We needed to find a skilled Graduate who was seeking their first role as a laboratory technician within the Life Science industry.

### Degree Educated



This candidate needed to have a BSc in Biology, Microbiology, Biochemistry or Biomedical Science.

### Specific Experience



Basic understanding of molecular biology, including nucleic acid structure, antibody function and PCR

### Solution



We researched and screened on key competencies to deliver a targeted shortlist of ideal candidates ready for interview

## Results

- ☒ 157 Suitable Candidates Identified
- ☒ 5 Candidates Shortlisted
- ☒ 5 Candidates First Stage Interviewed
- ☒ 4 Candidates to Final Round Interview
- ☒ 1 Successful Hire

## Outcome

Within three weeks, we successfully offered and placed an ambitious Life Science graduate who was seeking their first laboratory role within industry.

# Senior Project Manager



## Challenge

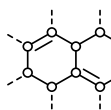
Our search was to find an experienced Project Manager within the Life Sciences industry who had a clear history of successfully completing multiple projects.

### Project Management Experience



The candidate needed tangible experience of managing multiple development projects from initiation to commercialisation within the Life Sciences industry.

### Scientific Background



Strong scientific knowledge and understanding of the principles and practicalities of biomarker and product development.

### Solution



We researched and screened on key competencies to deliver a targeted shortlist of ideal candidates ready for interview

## Results

- ☒ 131 Suitable Candidates Identified
- ☒ 5 Candidates Shortlisted
- ☒ 4 Candidates First Stage Interviewed
- ☒ 1 Successful Hire

## Outcome

Within seven weeks, were able to identify a and offer a candidate that had extensive experience of managing multiple Medical Diagnostic and Medical Device projects, a PRINCE2 qualification as well as a scientific background.

## Team Expertise

**Tracey Harris**  
Director



Tracey Harris founded Harris Lord in 1997 and brings over 30 years' experience in search and recruitment.

She leads every client relationship personally, from the first conversation through to appointment, and works with you to build a clear hiring strategy around your business goals.

Her approach is honest and consultative. She takes the time to understand what you want, what the business needs and where the risks sit, then gives straightforward advice on the right hiring route, whether that is a retained search, an exclusive project or a different solution altogether.

---

## Contact Us



**Website**

[www.harrislord.com](http://www.harrislord.com)



**Phone**

01403 577971



**E-mail**

[traceyh@harrislord.com](mailto:traceyh@harrislord.com)



**LinkedIn**

[@HarrisLordLifeSciences](https://www.linkedin.com/company/HarrisLordLifeSciences)

